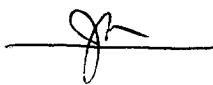


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OP 87-0129

2 MAR 1987

MEMORANDUM FOR: Executive Director

VIA: Deputy Director for Administration

FROM: Hugh E. Price  
Director of Personnel

SUBJECT: College Sponsorship Program

REFERENCE: 1987 Intelligence Authorization Act

1. The attached proposal for an undergraduate training program responds to Congressional direction in the referenced Intelligence Authorization Act. The program -- designed particularly for minorities and, where possible, for the disabled, -- could lead to baccalaureate degrees and intelligence careers for high school students interested in and capable of developing skills critical to CIA's mission.

2. We are ready to implement this program upon your approval.

Attachment

CONCUR:

Deputy Director for Administration

Date

APPROVED:

Executive Director

Date

SUBJECT: College Scholarship Program

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COLLEGE SCHOLARSHIP PROGRAM

PURPOSE AND PROPOSAL

The Agency proposes to establish a college scholarship program for high-aptitude high school students as mandated by Sections 505 and 506 of HPSCI's Intelligence Authorization Bill. This program will target students whose field of study matches areas of critical Agency recruiting needs. In addition, the program will concentrate on significant minority participation, and where possible, the disabled.

PROCEDURES

The Agency will enter into a contractual arrangement with Scholarship Selection Services of Educational Testing Services (ETS), Princeton, NJ, to identify high-aptitude high school students, especially those from minority groups, from which we will select candidates for this program. We plan to hire five students the first year and expand by five students a year to a maximum of 20 students per year. Those students hired in this program must meet Agency medical and security requirements and begin their first work period the summer following high school graduation. They will be hired as a GS-02 and be promoted yearly, based on satisfactory course work and job performance. After college graduation, they will be eligible for promotion to a general professional entry grade level not lower than a GS-07.

CONDITIONS AND OBLIGATIONS (Student)

Students hired into this program will be required to agree to the following conditions:

- a. Complete a mutually agreed upon educational course of study at a fully accredited four-year college or university selected by the student and approved by the Agency.
- b. Maintain a GPA of 2.5 or higher (out of a 4.0 grade system).
- c. Work at an Agency facility during summer breaks between academic school years and other times acceptable to the employee and the Agency.
- d. Reimburse the Agency for the educational costs under the program (excluding pay and allowances) if the student fails to complete the course of study or fails to serve as an Agency employee.
- e. Immediately following college graduation, serve as an Agency employee for a period of one-and-a half years for each year of Agency academic sponsorship. For the normal undergraduate curriculum of four 8-month school years, this would be 48 months

## CONDITIONS AND OBLIGATIONS (Agency)

The Agency will pay expenses to include tuition, room and board, fees, materials, and supplies. In addition, the Agency will also pay the cost of transportation between the academic institution and Washington for work periods. The legislative history requires that the students will earn a year-round salary based on their determined grade level.

## COST DATA

Exclusive of the program administrator's salary, the salaries of students and support personnel, and the fee due ETS (yet to be negotiated) for identifying scholarship-eligible applicants, program costs are estimated to be as follows:

FISCAL YEAR

1987	5 students @ \$10,000 = \$ 50,000
1988	10 students @ \$10,000 = \$100,000
1989	15 students @ \$10,000 = \$150,000
1990	20 students @ \$10,000 - <u>\$200,000</u>
	\$500,000

\$50,000 for tuition assistance has been added to OP's operating budget for FY-87, but additional funding may be required for supporting and services costs. Full funding will be necessary for FY-88. The full program for FY-89 and 90 is included in our new initiatives package.